



澳門大學
UNIVERSIDADE DE MACAU
UNIVERSITY OF MACAU



A Campus of Gender Equity¹ 性別平等的校園



maligayang pagdating

Hoşgeldiniz

Welkom

Καλωσόρισμα

أهلاً بك

BIENVENUE

Zoo siab txais tos

i mîreprîtur

ברוך הבא

Herzlich willkommen

स्वागत हे

Udvözljuk

સ્વાગત

Byenveni

Benvenuto

Welcome

ようこそ

歡迎

ਮੁਖਾਗਤ ਹੈ

Добро пожаловат

wilujeung sumping

خوش آمدید

Bienvenido

Bem vinda

Völkommen

ຍິນດີຕ້ອນຮັບ

Karibu

환영

Akwaaba

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တုံ့ဆို



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The University of Macau is committed to providing a **safe, healthy, and gender-friendly** environment for academic and career pursuits, by sharing with all staff and students the University's views on professional conducts and gender equity.

澳門大學提倡專業操守和性別平等的理念，以致力為教職員及學生提供**安全、健康及性別友好**的學習和工作環境。



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Gender Equity 性別平等

It is essential that all the University members respect one another to maintain an academic and work environment that is free from **sexual harassment and sexual bullying**.

The University has **zero tolerance** of sexual harassment and sexual bullying and will take prompt legal and disciplinary action where the case is substantiated.

大學全體成員應當相互尊重，大學應當維護其性別平等的學術及工作環境，使學生及員工免受**性騷擾和性霸凌**等行為的侵害。

大學**絕不容忍**性騷擾和性霸凌等行為。若相關投訴獲證實，大學將及時開展紀律程序，實施法律及紀律處分。





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Two Principles of Gender Relationships

性別關係的兩項基本原則

1. 性別平等 (Gender Equality)
2. 性別相互尊重 (Gender Mutual Respect)





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Campus Life and Gender Respect

校園生活與性別尊重

- Gender respect for a **multi-cultural** campus:
指在**多元文化**的學校生活中學習性別尊重：
 - Understand and respect other people's cultural identities, help classmates / staff from different cultural background get adjusted to campus life
認識和懂得尊重別人的文化特徵，協助來自不同文化背景的同學 / 教職員融入學校的生活
 - Respect the individual classmate / staff's unique sexual orientation and characteristics
尊重個別同學 / 教職員獨特的性別取向與角色表現
 - Help create a campus for individual classmate / staff to freely and responsibly develop oneself
協力創造每個同學 / 教職員都可以自由學習和發揮潛能的校園



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Sexual Harassment 性騷擾

Sexual Harassment is an **unwelcomed** or **unwanted** conduct of sexual nature, including unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal, visual, or physical conduct of sexual nature.

性騷擾是指**不受歡迎或不為他人接受**的、並且與性有關的行為，包括不受歡迎的性挑逗、性要求及其他語言、非語言、視覺或肢體上的性暗示行為。



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Sexual Bullying 性霸凌

Sexual Bullying is any **coercive** behavior or act against somebody, through the use of any tool, technological or otherwise, based on or by **taking advantage** of their sexuality or gender regardless whether the behavior or act in question is physical, verbal or otherwise and regardless whether it is carried out in their presence or absence.

性霸凌是指通過科技或其他工具，基於或**利用**他人的性取向或性別而對其作出的**脅迫**行為，不論是肢體、言語還是其他方面的行為，也不論當事人是否在場。



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Behaviors of sexual nature 涉及性的行徑

Behaviors involved with sexual element or implication including:
帶有性的成分、色彩或含意的行徑，可以包括：

- **Physical** 身體動作
- **Visual** 視覺上
- **Verbal** 言語上
- **Implicit and indirect behaviors**
隱晦和間接的行為
- **Deliberate or undeliberate behaviors**
刻意或不經意的行為
- **Once or frequent behaviors**
一次或經常的行為



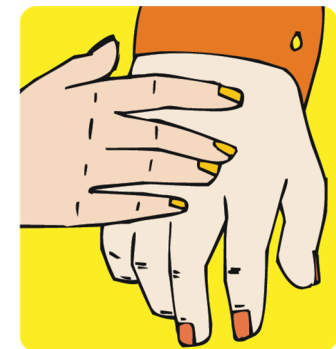


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Common Forms of Sexual Harassment

常見的性騷擾形式

- **Physical: Touching, grabbing or deliberately brushing up against another person**
身體接觸：如搭肩膊、掃背、搓手
- **Verbal: Sex-related jokes or comments**
言語接觸：如色情笑話、與性有關的評論
- **Non-verbal: staring, indecency or lewd gestures**
非言語的行為：如挑逗或淫褻動作
- **Threats for sex: Affect a person's career or academic status**
以性作為要脅的行為：影響事業或成績
- **Hostile or intimidating environment**
敵意或具威嚇性的環境





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Examples of Sexual Harassment

性騷擾的例子



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Comments with sexual innuendoes 帶有性方面影射的評論

A few students telling sex-related jokes and making disparaging remarks about the female body, in the presence of other classmates. The classmates find it **unpleasant** and highly **offensive**.

一些同學以黃色笑話為話題，更把女性的身材作為笑柄，令其他在場的同学感到**不安**和**侮辱**。

Unwelcomed!
不受歡迎!





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Sexual comments or jokes 帶有性的評論或笑話

An academic staff using sexually suggestive jokes in lecturing a topic unrelated to sex that makes the students in his or her class feel **uncomfortable** and **embarrassed**.

某教師授課時，用帶有性含義的笑話教授與性無關的課題，使在場學生感到十分**不舒服**及**尷尬**。

Inappropriate!
不恰當!





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Offensive materials of a sexual nature 使人反感的涉及性的通訊資料

A student downloads some pornographic photos from the internet and forwards them to other students without their permission.

某同學在網上下載了一些不雅照片，並把該些照片轉載給其他同學，而之前是沒有獲對方同意的。

Unwanted!
不為他人接受!





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Sexual propositions or other pressure for sex 性方面的提議，或是給予對方壓力來達到 性的要求

A student is discussing her Master's thesis with her supervisor. He suddenly asks her for a date. When she declines, he drops hints that she may regret it if she does not comply to his request.

學生請教教授有關碩士論文的問題時，教授竟忽然要求約會，同時暗示若拒絕他，後果自負。

Coercive!
脅迫!





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Myths about Sexual Harassment

一般人對性騷擾的誤解

- Sexual harassment only happens to women, men are safe.
性騷擾事件只會發生在女性身上，男性不可能會被性騷擾。
- People usually make sexual jokes just to show off their humorous side, he/she has no intention to offend or harass other people.
別人大談黃色笑話，只為突顯個人的幽默感，並沒有任何冒犯或騷擾他人的意圖。
- The consequences of sex harassment are less serious than sexual assault. Making a complaint may be taunted by other people so it is better not to make a fuss over it.
性騷擾的後果並沒有像性侵犯般嚴重，舉報的話別人可能會出言奚落，所以無謂小題大做。



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What if 如果...

- ✓ What if I am not the parties involved but I only witnessed or observed unwelcomed and inappropriate sexual behaviors happened on campus?
如果我不是當事人，我只是在校園裡目睹或發現不恰當的性行為，我該怎樣做？
- ✓ What if another person thinks he/she was insulted, offended or threatened by me (intentional or unintentional)?
如果有人認為我侮辱，冒犯或威嚇了他/她（有意或無意），我該怎樣做？
- ✓ ...Should face the problem seriously and consider his/her feeling, meanwhile stop the behaviors and extend a sincere apology.
...我應該認真面對問題，考慮他/她的感受，停止有關行為，並真心道歉。



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Ironically...
諷刺的是...

即使會讓別人
感到失望

敢於說明我們
的底線是愛自
己的勇氣

Daring
TO SET BOUNDARIES
is about having
THE COURAGE
to love ourselves,
even when we risk
disappointing others.
-Brene Brown



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Protect Yourself and Seek Help 自我保護及求助

- Say “**NO**” to any sexual harassment or sexual bullying.
請明確地拒絕對方。
- Be calm and collect evidence about the incident, seek help and report it **immediately**.
請保持冷靜、保留證據、盡快尋求協助，並**立即**提出投訴。



Try to choose a suitable public place for the one to one meeting with your colleague or student. If not possible, keep the door of the office open or ask to leave it open while the meeting is on.

與同事或學生單獨會面時，盡量選擇適當的公共場所；如果在辦公室會面，則將房門打開或者要求對方將房門打開。



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Reference in Macau Penal Code 根據澳門刑法典

Effective from 26 Aug 2017

於2017年8月26日生效

- Sexual harassment (semi-public crime, Article 164-A) & other sexual crimes – newly written into the stipulation

性騷擾罪（屬於半公罪，第164-A條）已被引入刑法典。

For more information, please visit:

詳情請瀏覽以下網頁:

<http://bo.io.gov.mo/bo/i/95/46/codpencn/codpen0001.asp>



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Stipulations established by UM 澳門大學的條文

The Personnel Statute of the UM 澳門大學人員通則

Article 12 Obligations of Personnel 第十二條 工作人員的義務

1. The obligations of the UM staff members shall be:
 - 1) **Respecting** and **treating with civility** both superiors and subordinates, colleagues and all other persons who have relations with UM;
1. 澳大工作人員的義務為：
 - (一) **尊重並以禮對待**其上級、下屬、同事及與澳大有聯繫或正建立聯繫的其他人士；



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Stipulations established by UM 澳門大學的條文

Guidelines on the Professional Conduct for the Academic Staff of the UM

II. Ethical Commitments

- 2.2 Deal with students respectfully and fairly without discrimination of any kind.
- 2.3 Exercise due care for students and pay close attention to their whole person development.
- 2.10 Avoid placing students in situations which may unnecessarily cause them embarrassment.

澳門大學教學人員專業操守指引

II. 道德承諾

- 2.2 尊重並公平對待學生，不應對學生有任何歧視。
- 2.3 關心學生成長，重視其全人發展。
- 2.10 避免對學生造成不必要的尷尬。

Guidelines for Handling Sexual Harassment and Sexual Bullying Cases of the UM

性騷擾及性霸凌個案處理指引

性別平等委員會



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性別平等委員會
COMMITTEE ON GENDER EQUITY



Chair

Mr. Pang Chap Chong, Paul (Dean of Students)

Ex-officio Member

Gender Equity Officer - Prof. Chang Sio Nga, Kay, FSS

Member

Staff representatives

- Prof. Yeh Ming Chuan, LCWC
- Prof. Lei Lai Cheng, Victoria, FAH
- Ms. Chu Yun Pik, Marion, SAO
- Mr. Liu Man Fai, Andrew, FHS

Student representatives

- Ms. Lin Ziqi, UMPA
- Mr. Ng Teng Fong, UMSU

Legal Consultant

Prof. Sou Kin Fong, FLL

Secretariat Support

Ms. Lee Ian Teng, Carolina, AMDO-HRS



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Committee on Gender Equity 性別平等委員會

Terms of Reference

職權

- To promote gender equity in the University by way of publicity, education or any other means.
通過宣傳和教育及其他方式推動大學的性別平等；
- To monitor the situation of gender equity in the University and assist in the investigation and handling of complaints when necessary.
監督大學的性別平等狀況，並在有需要時協助調查及處理投訴；
- To devise, review and modify the guidelines, for handling the gender equity issues or any other related guidelines.
制定、檢討及修訂處理性別平等事務的指引或其他有關指引；
- To assist in instituting and implementing the University's gender equity initiatives.
協助制定及實施大學的性別平等計劃。

Email 電郵: gender_equity@um.edu.mo | Webpage 網頁: <https://cge.um.edu.mo/>



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Procedures for Lodging Complaints about Sexual Harassment and Bullying 處理性騷擾和性霸凌的投訴程序

The complainant reports the incident to the Unit Head / Gender Equity Officer verbally or in writing

以書面或口頭形式向部門主管/性別平等專員提出投訴



The Gender Equity Officer receives the complaint

性別平等專員接收投訴個案



The Gender Equity Officer reports the complaint and provides recommendations to the CGE

性別平等專員向性別平等委員會報告投訴個案及提出建議



The CGE conducts a preliminary investigation and provides recommendations to the Rector, who shall decide on the appropriate action to be taken

性別平等委員會進行初步調查，並向校長提出建議，由校長決定應採取之行動



The Gender Equity Officer shall inform the complainant of the decision

性別平等專員應將有關決定通知投訴人

CONFIDENTIAL

Stipulations established by UM 澳門大學的條文

All related guidelines echo our educational ideal as conceived in our University Motto –

所有相關指引都與大學校訓中所提倡的教育理念相呼應 –

Humanity	仁
Integrity	義
Propriety	禮
Wisdom	知
Sincerity	信



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A Gender Equity Campus





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Contact Points 聯絡方式

Committee on Gender Equity (CGE)

性別平等委員會

Email 電郵: gender_equity@um.edu.mo

Webpage 網頁: <https://cge.um.edu.mo/>



Gender Equity Officer

性別平等專員

Email 電郵: GE_Officer@um.edu.mo

